

4-0038
24-18

Agreement

—BETWEEN—

BOARD OF EDUCATION

Borough of Haddon Heights
New Jersey

—AND—

HADDON HEIGHTS
EDUCATION
ASSOCIATION

JULY 1, 1970
THROUGH
JUNE 30, 1972

THIS BOOK DOES
NOT CIRCULATE

AGREEMENT BETWEEN

BOARD OF EDUCATION, BOROUGH OF
HADDON HEIGHTS, NEW JERSEY

AND

HADDON HEIGHTS EDUCATION ASSOCIATION

(July 1, 1970 through June 30, 1972)

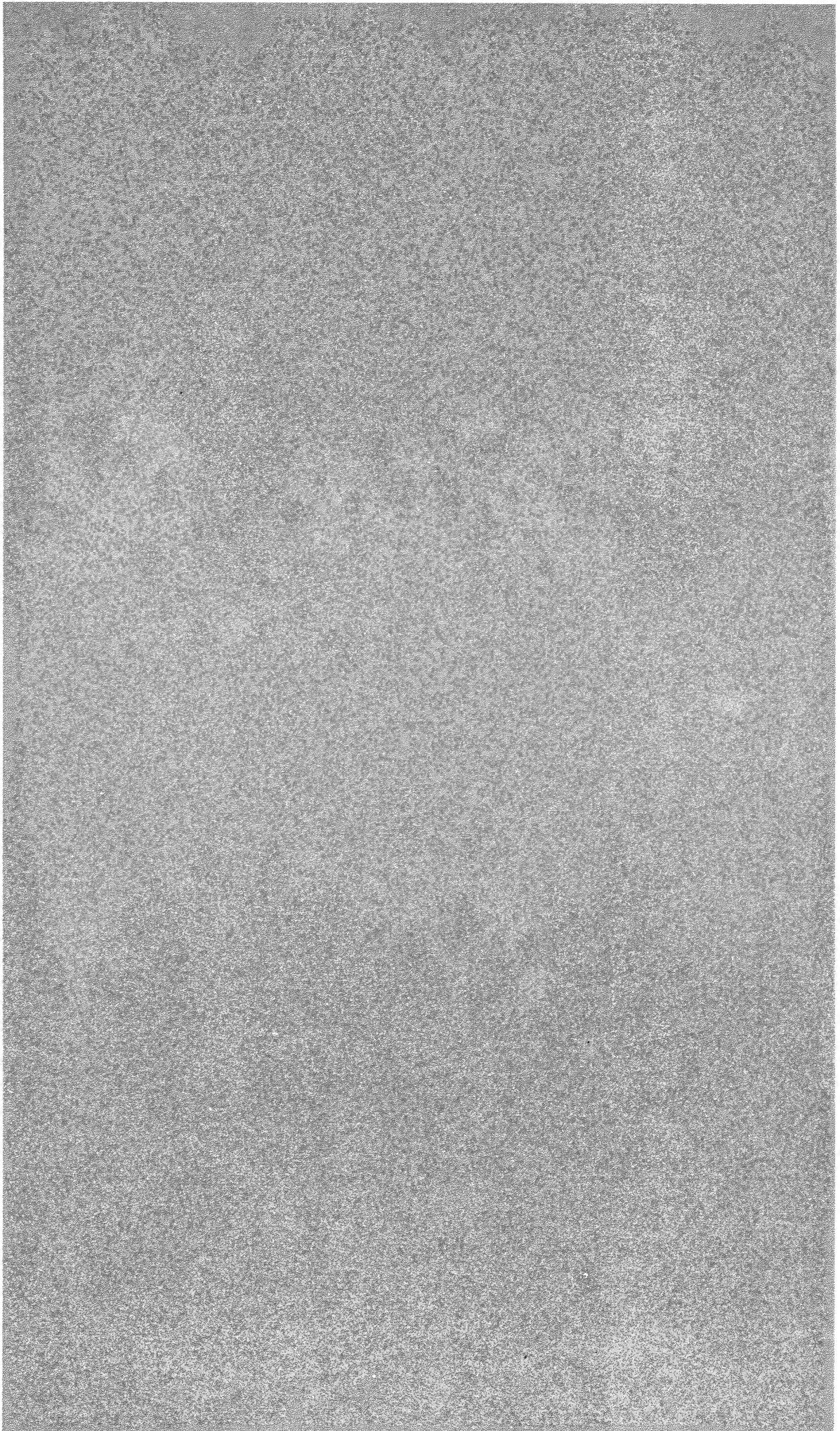


TABLE OF CONTENTS

ARTICLE		PAGE
I	RECOGNITION	1
II	NEGOTIATION PROCEDURES.	1
III	GRIEVANCE PROCEDURES	2
IV	TEACHER RIGHTS	7
V	ASSOCIATION RIGHTS & PRIVILEGES	7
VI	SCHOOL CALENDAR	8
VII	TEACHING HOURS AND ASSIGNMENTS	8
VIII	TEACHING CONDITIONS	11
IX	TEACHER EMPLOYMENT	12
X	SALARIES.	13
XI	INSURANCE PROTECTION.	13
XII	TRANSFERS & REASSIGNMENTS	13
XIII	PROMOTIONS	14
XIV	TEACHER EVALUATION & DISCIPLINE	14
XV	PROFESSIONAL DEVELOPMENT.	15
XVI	PROFESSIONAL STUDY COMMITTEE .	16
XVII	LEAVES OF ABSENCE	16
XVIII	ACADEMIC FREEDOM	22
XIX	DEDUCTIONS FROM SALARY	22
XX	MISCELLANEOUS PROVISIONS	22
	DURATION OF AGREEMENT.	23

PREAMBLE

This Agreement entered into this twenty-ninth day of January, 1970, by and between the Board of Education, the Borough of Haddon Heights, New Jersey, hereinafter called the "Board" and the Haddon Heights Education Association, hereinafter called the "Association."

ARTICLE I

RECOGNITION

A. The Board recognizes the Association as the majority representative pursuant to the provision of the "New Jersey Employer-Employee Relations Act," for collective negotiations concerning the terms and conditions of employment for Teachers, Guidance Counselors, Librarians, and School Nurses employed by the Board, but excluding Secretaries, Maintenance and Custodial Personnel, and Principals, Vice-Principals, Teaching Principals, and Elementary Supervisors.

B. Unless otherwise indicated, the term, "teachers," when used hereinafter in this Agreement, shall refer to all employees of the Board represented by the Association in the negotiating unit as above defined.

C. The Board agrees not to negotiate concerning terms and conditions of employment of the employees identified in Article I - A hereof with any organization other than the Association for the duration of this Agreement.

ARTICLE II

NEGOTIATION PROCEDURES

A. On or before October 1st, prior to the expiration date of the contract, the Association shall present in writing its intent to open contract talks together with a list of matters to be negotiated.

B. Representatives of the Board and the Association shall begin negotiations on or before October 31st.

C. The Board agrees, subject to reasonable request, to provide the Association with relevant information which is in the public domain and within the knowledge of the Board.

D. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

E. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE III

GRIEVANCE PROCEDURES

A. Definition

1. A "grievance" shall mean a complaint by any employee or group of employees that there has been to him or them, or to the Association, an inequitable, improper, or unjust application, interpretation, or violation of Board policy, this Agreement, or an administrative decision.

2. A grievance to be considered under this procedure must be initiated by the grievant (the employee or the Association) within ten (10) calendar days from the time when the grievant knew or should have known of its occurrence.

B. Procedure

1. (a) Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be waiver of further appeal of the decision.

(b) It is understood that an employee grievant shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been duly determined.

2. Any employee grievant who has a grievance shall discuss it first with his principal (or immediate superior or department head, if applicable) in an attempt to resolve the matter informally at that level.

3. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five (5) school days, he and/or his representative shall set forth his grievance in writing to the principal specifying:

- (a) The nature of the grievance
- (b) The nature and extent of the injury or loss
- (c) The results of previous discussions
- (d) His dissatisfaction with decisions previously rendered

The principal shall communicate his decision to the employee in writing within ten (10) school days of receipt of the written grievance.

4. The employee grievant, no later than five (5) school days after receipt of the decision of his principal or other immediate superior, may appeal the decision to the Superintendent of Schools.

The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) school days from the receipt of the appeal. The Superintendent shall communicate his decision in writing to

the employee grievant, to the Association, and to the principal or other immediate superior.

5. If the grievance is not resolved to the grievant's satisfaction, he, no later than five (5) school days after receipt of the Superintendent's decision, may request a review by the Board. The request shall be submitted in writing through the Superintendent who shall attach all related papers and forward the request to the Board. The Board, or a committee thereof, shall review the grievance. Except for:

- (a) Any matter for which a specific method of review is prescribed and expressly set forth by law or any rule or regulation of the State Commissioner of Education; or
- (b) A complaint of a nontenure teacher which arises by reason of his not being reemployed; or
- (c) A complaint by any certificated personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention in, any position for which tenure either is not possible or not required,

the Board, at its option, shall hold a hearing with the employee grievant and render a decision in writing and forward copies thereof to the grievant and to the Association within thirty (30) calendar days of receipt of the appeal, or, if a hearing is granted, within thirty (30) calendar days of the date of the hearing. The referred-to hearing, if granted, shall be held within a reasonably expeditious time after receipt of the appeal notice.

6. If the decision of the Board does not resolve the grievance to the satisfaction of the employee grievant and he wishes review by a third party, he shall so notify the Association within

ten (10) school days of receipt of the Board's decision. If the Association determines that the matter should be reviewed further, it shall so advise the Board through the Superintendent within twenty (20) school days of receipt of the Board's decision.

7. (a) The following procedure will be used to secure the services of an arbitrator:

(1) A joint request by the Association and the Board will be made to the American Arbitration Association to submit a roster of persons qualified to function as arbitrators in the dispute in question.

(2) If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the American Arbitration Association to submit a second roster of names.

(3) If the parties are unable to determine within ten (10) school days of the initial request for arbitration, a mutually satisfactory arbitrator from the second submitted list, the American Arbitration Association may be requested by either party to designate an arbitrator.

(b) The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from the Agreement between the parties or any policy of the Board of Education. The recommendations of the arbitrator shall be advisory.

(c) Rights of teachers to representation

(1) Any aggrieved person may be represented at all stages of the grievance procedure by himself, or, at his option, by the Association by a representative selected

or approved by the Association.

(2) When a teacher is not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the Grievance to the Superintendent or any later level, be notified by the Superintendent that the grievance is in process, have the right to be present and present its position in writing at all hearing sessions held concerning the grievance and shall receive a copy of all decisions rendered.

(3) The Board and the Association shall assure the individual freedom from restraint, interference, coercion, discrimination, or reprisal in presenting his appeal with respect to his personal grievances.

C. Costs

1. Each party will bear the total cost incurred by themselves.

2. The fees and expenses of the arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.

3. All cases of arbitration proceedings involving the presence of an employee shall be conducted after school hours or on days when school is not in session.

D. If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the Superintendent directly, in accordance with the procedure set forth above and the processing of such grievance shall commence at said level. The Association may process such grievance through all levels of the grievance procedure.

ARTICLE IV

TEACHER RIGHTS

A. The Board agrees that it will not directly or indirectly discourage or deprive any teacher in the enjoyment of any rights conferred by the laws or Constitutions of New Jersey and the United States and that it will not discriminate against any teacher because of his membership in the Association or collective negotiations with the Board or his institution of any grievance under this Agreement and that the rights granted to teachers in this Agreement are in addition to those provided in the above-mentioned laws and Constitutions.

B. No teacher shall be disciplined in any manner or form without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall not be made public unless formal charges are made and shall be subject to the grievance procedure herein set forth.

C. No teacher shall be prevented from wearing the unified teaching professional symbol identifying membership in the Association.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

A. Representatives of the Association, the New Jersey Education Association, and the National Education Association shall be permitted to transact official Association business on school property at all reasonable times subject to administrative approval and provided that this shall not interfere with or interrupt normal school operations.

B. The Association and its representatives shall have the privilege of using school equipment and/or buildings for after-school use. The building principal will retain the right to regulate the after-school use of equipment and

buildings and will designate the time and place of meetings within the building so as not to interfere with other scheduled activities. The Association shall be responsible for payment of extra janitorial service and service costs in accordance with Board policy.

C. The Association shall have, in each school building, the use of a bulletin board in each faculty lounge. Should the administration object to any posted material, the Association agrees, after being informed, that it shall be removed.

D. The Association shall have the use of school mail boxes. Placement will be made by the authorized representative of the Association or his designee. Material placed in mail boxes shall bear the name of said representative or of the Association. A copy of all material placed in mail boxes shall be submitted to the building principal.

ARTICLE VI

SCHOOL CALENDAR

A. The regular teacher work schedule, on a ten (10) months' basis, shall consist of one hundred eighty six (186) days, of which one hundred eighty three (183) shall be actual pupil contact days. The non-pupil contact days shall be one (1) orientation day, one (1) inservice day and one (1) school record day.

B. The Board, through its Superintendent, will seek the views of the Association, through its President, concerning vacations and holidays before adoption of the school calendar; however, the Board reserves the right to make final decision on the calendar.

ARTICLE VII

TEACHING HOURS AND ASSIGNMENTS

A. The Board and the Association recognize

and agree that the teacher's responsibility to the students, community, and profession generally entails a performance of duty and the expenditure of time and service beyond classroom duty hours.

B. Teachers shall be required to report for duty fifteen (15) minutes prior to the start of school and shall remain fifteen (15) minutes after the close of the school day. Teachers shall indicate their presence for duty by placing a check mark in the appropriate column on the faculty sign-in and sign-out roster.

C. The Board agrees that, except for an emergency, elementary classroom teachers shall have a forty-five (45) minute duty-free lunch period and junior and senior high school teachers shall have a thirty (30) minute duty-free lunch period. Teachers may leave the building during their duty-free lunch period provided the teacher indicates in the sign-in and sign-out roster where he can be reached in case of emergency.

D. Teachers may be required to remain after the end of the regular work day for the purpose of attending faculty or other professional meetings. Such meetings shall begin no later than fifteen (15) minutes after the student dismissal time and shall run for no more than seventy-five (75) minutes. If a meeting will last longer than thirty (30) minutes beyond the close of school, a notice of such meeting and the agenda for the meeting shall be distributed twenty-four (24) hours in advance except in emergency situations. Teachers may have the opportunity to suggest possible agenda items for consideration by the principal prior to the distribution of the agenda. The presence or absence of teacher-suggested items in no way limits the principal's right to develop the agenda as he deems fit.

E. Regular principal-called school faculty meetings shall be limited to two (2) days each month except in case of emergency.

F. The Association representative shall have the opportunity to make brief announcements pertaining to Association business at the conclusion of the principal's agenda.

G. Schools shall be closed at the end of the work day on the day immediately preceding Memorial Day, Thanksgiving Day, Christmas Day, and Easter vacation; and faculty or education meetings which require the attendance of teachers on these days, except in an emergency, shall not be called.

H. Elementary classroom teachers shall not be required to be present when specialist teachers such as teachers of art, physical education, music, etc., are working with their classrooms. This time is to be considered preparation time by the teacher so relieved.

In the junior and senior high schools, a normal pupil contact time of six (6) periods per day or, as an equivalent, thirty (30) periods per week, shall prevail. Deviation may occur only in the case of experimental programs or where special temporary conditions apply.

I. Teachers who chaperon at dances conducted after school hours which are sponsored by the school will be paid seven (7) dollars and fifty (50) cents each person per dance.

J. (1) The Board agrees to compensate teachers for coaching and directing or sponsoring those activities which have been approved by the Board. The activities presently approved, along with the compensation ranges determined by satisfactory experience in the responsibility, are reflected in Schedule B, attached hereto and made a part hereof.

(2) This schedule is adopted with the understanding that the activity will be conducted except in cases where circumstances beyond the control of both parties make it impossible to conduct the activity.

K. Travel Payment. A rate of nine (9) cents

//

12

C. Teachers shall be given written notice of their contract and salary status not later than April 15th.

ARTICLE X

SALARIES

A. The salaries of all teachers covered by this Agreement are set forth in Schedule A, which is attached hereto and made a part hereof.

B. Teachers employed on a ten (10) months' basis shall be paid in twenty (20) equal semi-monthly installments.

C. Teachers shall receive their final checks no later than the last day in June.

ARTICLE XI

INSURANCE PROTECTION

The Board agrees to purchase single coverage health insurance for each employee who desires to be covered. The insurance will cover Blue Cross Blue Shield, Rider J. (Extended Benefits) and Major Medical under the Public and School Employees Health Act of New Jersey.

ARTICLE XII

TRANSFERS AND REASSIGNMENTS

A. A copy of the teacher vacancy listing, noting official openings, shall be posted on the office bulletin board at such times as such listings are forwarded to the college placement offices.

B. A teacher who desires a change in grade and/or subject assignment or who desires to transfer to another building, may file a written statement of such desire with the Superintendent not later than February 15th. Such statement shall include the grade and/or subject to which

the teacher desires to be assigned and the school or schools to which he desires to be transferred in order of preference.

C. Notice of involuntary transfer or reassignment should be sent in writing to the teacher as soon as practicable and, except in cases of emergency, not later than April 15th and the reason for the change in assignment or school location will be discussed in a meeting between the teacher involved and the building principal or the elementary supervisor, where applicable.

ARTICLE XIII

PROMOTIONS

A. A notice of a vacancy in the following promotional positions shall be sent to and posted in each school and a copy shall be sent to the Association thirty (30) days before the final date when applications must be submitted; Department Chairman, Coordinators, Vice-Principals, Principals, Supervisors, Superintendent of Schools, and also the vacancies in the evening and summer schools.

B. Teachers who desire to apply for such vacancies shall submit their applications in writing to their building principal within the time limit specified in the notice. When the vacancy described in the notice is filled, the principal may destroy all applications for said position.

ARTICLE XIV

TEACHER EVALUATION AND DISCIPLINE

A. All classroom evaluations of a teacher shall be made openly and with the knowledge of the teacher.

B. A teacher shall have the right to see his evaluation reports and shall have the right to a copy of any negative evaluation report, if he re-

15

16

with no maximum limit.

When a teacher's absence due to personal illness exceeds the total number of sick leave days accumulated, an additional ten (10) days will be allowed during which the cost of employing a substitute will be deducted from the teacher's salary. Subsequent absences will be deducted at the rate of 1/200th of the teacher's annual salary for each absence. In the case of employees whose term of employment is, for any reason, less than a full school year, the sick leave entitlement shall be calculated at one (1) day per month or major fraction of a month of actual employment.

Teachers entering the employment of the Board of Education as of September 1, 1967, or subsequently, whose most recent previous teaching employment was in another public school system in New Jersey, will receive credit in Haddon Heights for any accumulated unused sick leave days to which they were entitled at the time of leaving the previous district. Such accumulation shall not exceed ten (10) days per prior year. It shall be the responsibility of the teacher to obtain from the Board secretary or chief administrative officer of the previous employing district a written statement certifying to the number of accumulated sick leave days standing to the teacher's credit.

Sick leave referred to herein will be as defined in applicable New Jersey statutes now or hereafter in effect.

Personal Leave of Absence

The Board realizes that emergencies other than illness occasionally make it necessary for teachers to be absent from school. The Board establishes the following list as maximum days teachers may be absent for other acceptable reasons during a school year without loss in salary. This time expires at the end

of each school year and is therefore not accumulative.

- (1) An allowance of up to five (5) days' leave shall be granted for death in the immediate family. Immediate family may be considered: father, mother, spouse, child, brother, sister, mother-in-law, father-in-law, son-in-law, daughter-in-law.
- (2) An allowance of up to three (3) days' leave may be granted for serious illness in the immediate family. (Immediate family same as No. 1 above.)
- (3) An allowance of one (1) days' leave may be granted for the death of other relative or close friend.
- (4) An allowance of up to three (3) days' leave with prior approval by the Superintendent may be granted for emergencies of a personal nature. These include, but are not limited to:
 - (a) Recognition of a religious holiday
 - (b) Court subpoena
 - (c) Marriage of employee or marriage in the immediate family
 - (d) Personal business which cannot be handled outside of school hours
- (5) Educational leaves may be granted with prior approval of the Superintendent for:
 - (a) Attendance at conferences for professional improvement
 - (b) Representing the school or profession at civic, public, or educational meetings
 - (c) Visiting other schools for self-improvement
 - (d) Serving on evaluation committees

For the protection of the employee and for proper payroll accounting and audit, every absence for a full day or more must be accounted for in writing and reported to the Superintendent.

Absences not covered by any of the above provisions will cause salary reductions at the rate of 1/200th for each day's absence.

C. Extended Leaves of Absence

Occasionally, it is necessary for teachers to be absent for long periods of time, generally as a result of emergencies or other circumstances beyond the control of the teacher.

The following provisions are set to guide the manner in which certain emergencies are to be treated:

- (1) Tenure, pension, and other employment rights of employees who shall enter active military service shall be protected as set forth in Title 18A:6-33 and the Public Laws of 1944-Chapter 226.
- (2) Maternity leaves of absence without pay shall be granted to teachers who have gained tenure in the district. The Board reserves the right to set the term of the leave within reasonable limits in the best interests of the schools.
- (3) Any tenure female teacher who adopts an infant child may receive a leave without pay for up to one year for the purpose of caring for the infant. The leave shall commence upon her receiving de facto custody of the infant or sooner if necessary to fulfill the requirements for the adoption. The Board reserves the right to set the term of the leave within reasonable limits in the best interest of the schools.
- (4) All benefits to which a teacher was

entitled at the time the leave commenced and which are still available to teachers at the time of return, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored to a teacher returning from leave; and he shall be assured his original position or similar position within the area of his interests, abilities, and training following completion of leave, provided he satisfies the Superintendent of Schools of his intent to return prior to February 1st.

- (5) Leave for military reasons, up to ninety (90) days, will be granted by the Board to any regular employee who is a duly qualified member of the reserve components of the armed forces and who is called into temporary active duty, provided such obligation cannot be fulfilled on days when school is not in session. During the leave, the teacher shall receive his regular salary in addition to any pay he receives from the state or Federal government.
- (6) Other leaves of absence, without pay, may be granted by the Board which, in its opinion, are for good reason.

- Sabbatical Leave of Absence

Upon recommendation of the Superintendent of Schools, sabbatical leave may be granted to any certificated member of the staff by the Board subject to the following conditions:

- (1) Requests for sabbatical leave must be received by the Superintendent in writing, in such form as may be required by him. Such requests must be in the Superintendent's hands no later than October 31st of the fiscal year preceding the school year for which the sabbatical leave is requested.
- (2) The applicant must have completed at least

eight (8) consecutive full school years of service in the school district of Haddon Heights.

- (3) Payment for sabbatical leave is granted on the following basis:

(a) One (1) half of the annual contracted salary will be granted for a full year's leave for study.*

*Two (2) semesters of schooling

(b) One (1) fourth of the annual contracted salary will be granted for one (1) semester ($\frac{1}{2}$) year of study.

- (4) The benefactor will agree to return to the school district of Haddon Heights for four (4) full years of employment on the appropriate salary scale following the leave except in the event of the death or serious illness of the benefactor.

If the benefactor of the sabbatical leave does not fulfill his return agreement to the school district of Haddon Heights, he will be obligated to reimburse the Board of Education for the salary received during the sabbatical leave although service credit will be granted according to the following plan:

<u>Leaving before</u>	<u>% of salary to be reimbursed to the Board of Education</u>
-----------------------	---

2 years' service	100% of salary received
3 years' service	40% of salary received
4 years' service	20% of salary received

- (5) To the extent feasible, with due regard for the interests of the school program, teachers returning to work after a sabbatical leave shall be offered the same or a similar position.

- (6) A sabbatical year will be considered as a year of teaching experience in determining the individual's salary.
- (7) Upon the recommendation of the Superintendent, the Board will grant no more than one (1) sabbatical leave per year.

ARTICLE XVIII

ACADEMIC FREEDOM

The question of the development of a comprehensive policy covering academic freedom shall be considered as an early agenda item in the professional study committee sessions and a recommendation shall be presented for mutual consideration to the Association and the Board of Education by October 1, 1970

ARTICLE XIX

DEDUCTIONS FROM SALARY

Authorized payroll deductions from salary may be made for any of the following reasons:

- (1) Contribution to the tax-sheltered annuity determined by the Board if authorized by the employee
- (2) The Washington National Insurance Company
- (3) The annual dues for the Haddon Heights Education Association, Camden County Education Association, New Jersey Education Association, National Education Association, or any one or any combination of the above as said teachers individually and voluntarily authorize the Board to deduct.

ARTICLE XX

MISCELLANEOUS PROVISIONS

- A. The Board and the Association agree that there

shall be no discrimination against any teacher on the basis of race, creed, color, national origin, sex, or marital status.

B. If any provision of this Agreement shall be found to be contrary to law, that portion of the provision shall be considered void, but all other provisions and portions of the provision not voided shall continue to be in full force and effect.

C. Copies of this Agreement shall be printed at the expense of the Board and presented to all teachers employed by the Board.

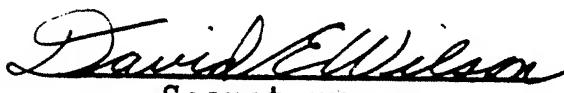
DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 1970, and shall continue in effect until midnight, June 30, 1972. This Agreement may be reopened by the Association for the purpose of negotiating salary Schedules A, B, and C only and upon adequate written notice to the Board on or before October 31, 1970.

This Agreement shall not be extended by written or oral agreement, and it is expressly understood that it shall expire on the date indicated.

B. In witness thereof, the parties hereto have caused this Agreement to be signed by their duly authorized officers, all as of the day and year first above written.

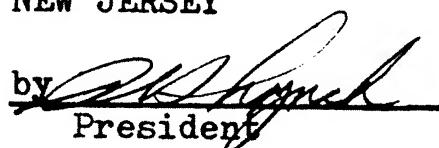
ATTEST:


Secretary

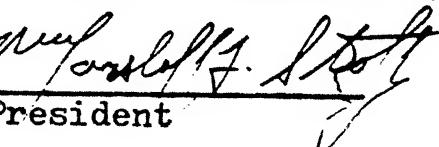
ATTEST:

s/Mary Ann Pincus
Secretary

BOARD OF EDUCATION
BOROUGH OF
HADDON HEIGHTS
NEW JERSEY

by 
President

HADDON HEIGHTS
EDUCATION ASSOCIATION

by 
President

SCHEDULE A

Year	Increment	Column I (Non-degree)	Column II (Bachelor or (128 credits))	Column III (Master or (BA + 30))	Column IV (MA + 30 or (BA + 60))
1		\$ 6,600	\$ 6,900	\$ 7,200	\$ 7,500
2	\$300	6,900	7,200	7,500	7,800
3	300	7,200	7,500	7,800	8,100
4	300	7,500	7,800	8,100	8,400
5	300	7,800	8,100	8,400	8,700
6	300	8,100	8,400	8,700	9,000
7	300	8,400	8,700	9,000	9,300
8	300	8,700	9,000	9,300	9,600
9	300	9,000	9,300	9,600	9,900
10	300	9,300	9,600	9,900	10,200
11	350	9,650	9,950	10,250	10,550
12	350	10,000	10,300	10,600	10,900
13	400	10,400	10,700	11,000	11,300
14	600	11,000	11,300	11,600	11,900
15	400			12,000	12,300
20 years' service:		stipend of \$150	11,450	12,150	12,450

SCHEDULE B

**ATHLETIC
EXTRA-CURRICULAR ACTIVITIES
1970-71**

<u>Activity</u>	<u>Salary Range</u>	<u>Increment</u>
Athletic Director	\$950-1250	\$100
Faculty Manager	475-625	50
Equipment Manager	450-550	50
Trainer	450-550	50
Football:		
Head Coach	950-1250	100
Asst. Coach	425-725	50
Boys' Basketball:		
Head Coach	750-1050	100
Asst. Coach	375-525	50
Freshman Coach	375-525	50
Jr. School Coach	175-325	50
Track:		
Head Coach	550-850	100
Asst. Coach	325-475	50
Asst. Coach	325-475	50
Jr. School Coach	75	
Baseball:		
Head Coach	550-850	100
Asst.-JV	325-475	50
Asst. Freshman	325-475	50
Wrestling:		
Head Coach	550-850	100
Asst.-JV	325-475	50
Asst. Freshman	325-475	50
Soccer:		
Head Coach	550-850	100
Asst. Coach	325-475	50

<u>Activity</u>	<u>Salary Range</u>	<u>Increment</u>
Cross Country:		
Coach	\$325-475	\$ 50
Golf	175-325	50
Indoor Track:		
Coach	325-475	50
Boys' Swimming:		
Coach	425-575	50
Hockey:		
Head Coach	500-650	50
Asst. Coach-JV	275-425	50
Freshman Coach	275-425	50
Jr. School Coach	175-325	50
Girls' Basketball:		
Head Coach	500-650	50
Asst. Coach	275-425	50
Girls' Swimming:		
Coach	375-525	50
Softball:		
Head Coach	500-650	50
Asst. Coach	275-425	50
Cheerleaders	275-325	50
Saturday Football Clinic	90	
Saturday Basketball Clinic	90	
Saturday Wrestling Clinic	90	
Boys' Tennis:		
Coach	275-425	50

NOTE: All coaches will continue
on scale.

SCHEDULE C

NON-ATHLETIC
EXTRA-CURRICULAR ACTIVITIES

<u>Activity</u>	<u>Compensation</u>
Band & Orchestra Director	\$525
Choir Director	300
Sr. Class Advisor - 2 @	600
Jr. Class Advisor	400
Sophomore Class Advisor	200
Freshman Class Advisor	200
Dramatics	525
Garneteer	400
Scribe	375
Student Accounts	400
Publicity	275
Debating	400
Business Manager - Garneteer	100
Business Manager - Scribe	100
Chairman - English Department	700
Chairman - Guidance Department	700
Chairman - Physical Education	700
Chairman - Social Studies	700
Chairman - Math Department	700
Chairman - Science Department	700
Chairman - Business Ed. Department	700
Chairman - Foreign Languages	700
Chairman - Special Depts(Music, Art, etc)	400

